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THE JOURNAL

THE OFFICIAL ORGAN OF THE POST OFFICE ENGINEERING UNION

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PHOTO BY R. W. SMITH

Charlie Morgan

The Journal

THE OFFICIAL ORGAN OF THE POST OFFICE ENGINEERING UNION

Editor: T. SWAN

All Correspondence should be addressed to the Editor, Post Office Engineering Union, Greystoke House, Hanger Lane, Ealing, W.5

Contributions intended for publication in any particular Journal should reach the office not later than four weeks before the date of issue.

The Editor cannot enter into any correspondence as to the reason for the non-acceptance of matter, but unused articles will be returned, if so required.

Membership cards should accompany any article, letter or request for a transfer advertisement.

Charlie Morgan

THOSE members who regularly attend their branch meetings will have heard a letter read recently informing the membership that Charlie Morgan, late Chairman of Birmingham Internal Branch, has been appointed to the post of Assistant Secretary which was advertised in the January issue of the *Journal*.

Amongst the thirty-six applicants Charlie had some stiff opposition and the Executive Council had no easy task in making a selection, but with his wide and varied experience in Branch, Regional and National affairs it is quite safe to say that in him we have a colleague who will not only carry out his duties faithfully and well but one who has a distinct contribution to make to Civil Service trade unionism.

Charlie has gone through the whole gamut of Union experience—Branch office in several different capacities, U.R.C. officer and R.W.C. delegate, N.E.C. member, Union Trustee, Chairman of the General Purposes Committee and so on almost *ad lib.*, but perhaps the most interesting, if not the most important, task undertaken by him was the recent visit to America as a member of the Joint Productivity Team.

Birmingham seems to be the forcing ground of able P.O.E.U. officials. One E. A. Morgan (note the surname) was, after a number of years on the N.E.C., made General Secretary and held the post from 1904 to 1910. Another, Charles Smith (note the Christian name as well) was the man who established the Union once and for all as an efficient and effective instrument for the betterment of Post Office engineers. And now we have another Birmingham man whom we welcome amongst us and from whom, with such traditions behind him, we expect much.

He is, in sport, we must confess, something of a " Vicar of Bray " for he tells us he is a supporter of Aston Villa, Birmingham, Wolves or West Bromwich according to their current position in the league. Be that as it may, his many friends throughout the country —and they are legion—will join us in our congratulations and best wishes for his future.

Maintenance Testing and Fault Localization

We have of late received a number of enquiries from branches asking whether fault locating should be undertaken by Technicians I or Technician IIA. The Technician I 4.4 Duty Schedule (late A6(b)) was introduced in 1946 as a result of discussions which then took place with the Engineering Department, and we reproduce herewith an extract from the Minutes of the 45th Meeting of the Standing Joint Committee, held on the 7th May, 1946 which refers to the introduction of the new duties. This information is provided so that branches and members in those areas where Area Engineers may be saying that Technician IIA Plumber/Jointers are expected to undertake fault locating may be acquainted with the terms of the agreement.

* * *

Item 153

Fault Localization and Maintenance Testing—New Schedule A Definition

MR. FAULKNER stated that authority had been given to introduce the new A6(b) duty, agreed at the last meeting, with effect from 2.4.1946.

MR. EDWARDS referred to points of difficulty which could give rise to differences in interpretation of the new duty, which he recalled, was framed to ensure that the fault locating duties described were performed by S.W.Is. He mentioned the case of an officer who undertook all the duties covered by the A6(b) definition, but performed other ordinary jointing or maintenance duties in addition. Reference was also made to the practice of calling out a gang when the clearing of a fault promised to be a lengthy process. This led to fault localizing being performed on other than the full time basis required for an A6(b) post, and could result in S.W.IIs performing fault locating, an operation which the Union considered was proper to a S.W.I.

MR. HOARE stated that the reference in the definition to "full-time" might be interpreted in some quarters as meaning that the actual operation of fault locating apparatus must occupy a workman full-time before Class I grading was warranted, an interpretation which could lead to the exclusion of a workman who, although occupied for the major portion of his time on fault locating, also included some other jointing work in his load.

MR. FAULKNER replied it was to be expected that introduction of the new duty would lead to any necessary rearrangements in the method of allocating fault locating work, with the object of concentrating these important operations under specialist S.W.I.s, so that fault locating would not be merely incidental to normal jointing work, but would form the bulk of the load of a specially trained Class I Workman. He undertook to examine any cases of difficulty which arose from the introduction of the new A6(b) duty.

The item was discharged.

It is important to note that the Duty Schedule says **full time employment for Technician I grading,** *but we think that the minutes of the meeting reproduced do indicate what should happen in those Maintenance Control areas where a number of Jointers are employed and who are at present undertaking these tests.*

"4.4. Fault Localization

Full-time employment on fault localisation on trunk, junction, and subscribers' cables, by means of Varley and Murray tests, including road-side tests, and on the periodical maintenance testing of junction cables, by means of insulation tests. (Fault localising and maintenance testing should normally be done by the Test Room Staff. This duty is intended to cater for exceptional conditions where the Test Room is not staffed for efficient fault localising or insulation testing, or where the provision of the necessary testing equipment at the Test Rooms is not considered to be justified."

A.J.B.

The Supplies Department

Improved Accommodation and Methods

The information set out in the notes reproduced below was provided by the Supplies Department at our request, and are an indication of the progress made in recent years towards improved accommodation and general working conditions.

When we asked Mr. J. Woodhams, the Supplies representative on the Executive Council to read the notes he immediately expressed a desire to comment upon them, and we have pleasure, therefore, in publishing both the Department's statement and Mr. Woodham's reply.

What Has Been Done

Prior to the war, the Supplies Department's activities were, in the main, confined to the engineering stores depot at Studd Street, the postal stores depot at Mount Pleasant, the stamp depot at Somerset House and the Birmingham and Edinburgh depots. There were subsidiary depots in London for handling cable and recovered engineering stores and scrap. The main depots were in multi-storey buildings, and the handling of stores was almost entirely by manual effort. The activities of the Department expanded considerably during the war and a number of additional buildings had to be acquired.

The post-war years have seen great strides in the development of new techniques of stores handling, and the Supplies Department has been well to the fore in making use of the new mechanical appliances which have become available. Perhaps the most important of these is the fork lift truck which, used in conjunction with palletised loads, enables large quantities of stores to be handled quickly and easily, and permits of stacking to a much greater height than would otherwise be possible. Other forms of mechanical aids—conveyors, etc.,—are employed wherever it is advantageous to do so. The staff of the

PHOTO BY COURTESY OF POSTMASTER GENERAL

The modern way with drums of cable

Department has co-operated fully in the introduction of these new methods, which besides resulting in greater efficiency, have eliminated a lot of strenuous physical effort.

The policy of the Department in the post-war years has been directed towards the replacement of unsatisfactory depots by new buildings of the single storey type, with substantial floors and good headroom, to enable the fullest use to be made of modern handling methods and at the same time to provide better working conditions for the staff. The following brief notes of new depots acquired since the war, will show that a great deal has already been achieved in this way, though much more remains as long term policy.

Kidbrooke. A modern single storey depot for handling cable, recovered engineering stores and scrap materials, comprising in all some 150,000 s.f. of indoor accommodation and over 250,000 s.f. of outdoor space.

Wembley. About 130,000 s.f. of one of the former Wembley Exhibition buildings is now used as a depot for postal stores and recovered engineering stores. This accommodation is single storeyed with very good headroom and a modern heating system is now being installed.

Hook. This depot was originally built as a Ministry of Labour Training Centre, and has been adapted and extended for use as the Supplies Department's Clothing Depot. It comprises single storey buildings with an administrative block, giving a total area of 130,000 s.f. of covered space.

Hereford. An excellent single-storey building with an area of 92,000 s.f. and about 50,000 s.f. outdoor space. Used as an engineering stores depot—mainly as a relief to the Birmingham depot.

Bridgwater. This depot was recently opened as the first stage of a projected large depot for the south-west. It com-

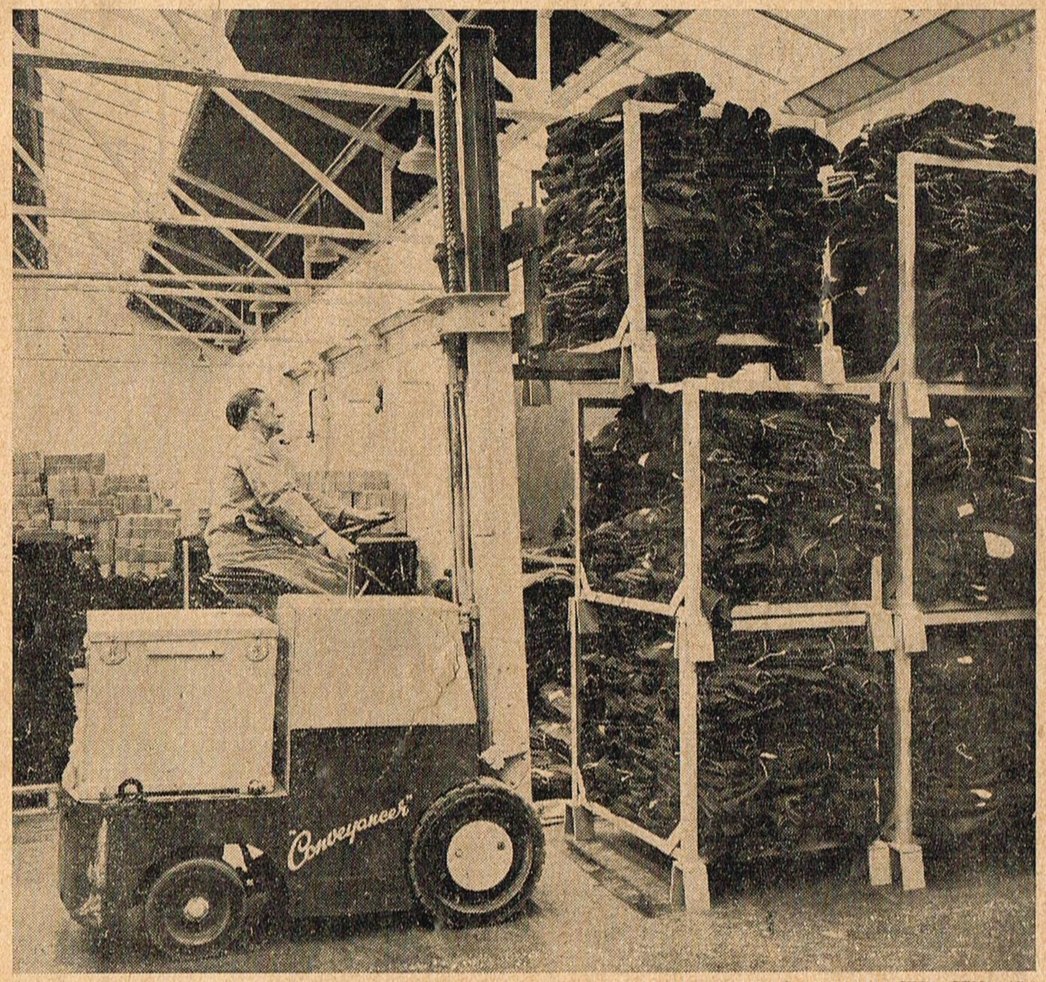


PHOTO BY COURTESY OF POSTMASTER GENERAL

A Fork Lift Truck at work

prises single storey buildings of about 75,000 s.f. with ample land available for future developments.

Scottish Depots. A new depot for engineering stores has been opened at Newhouse, Lanarkshire. It is a newly constructed single storey building of about 65,000 s.f. with adjacent land of about 350,000 s.f.—part of which has been developed as a cable depot.

The first building of a projected new depot at Sighthill, Edinburgh, is now being erected and will replace the present unsatisfactory depot at Leith. Further buildings will be erected at Sighthill in due course to replace other unsatisfactory or outmoded buildings in Edinburgh.

It is inevitable that these new premises are situated away from the congested areas of the older depots, and that some difficulties have thereby been created for staff who have had either to move their homes or incur greater daily travel, but the Department has endeavoured to minimise these difficulties by transferring volunteers, by local recruitment at the basic grades and, where these means have been insufficient, by selecting those living most conveniently to the new depots. For some there has been the compensation of promotion, but all have had the advantage of working in better surroundings, with improved welfare facilities and with more efficient and less strenuous methods of stores handling.

A Staff View

It is of course true to say that since the war necessity and the pressure from our associations has produced a tendency to find better buildings and use better methods. The staff of the Department are fully conscious of this and, as the official letter says, have co-operated.

Let us look at the facts however. Clothing was originally stocked at Mount Pleasant. A bomb put and end to that and the section was moved hurriedly to Kew. Here the lease had to be given up. Fortunately, however, Hook was available and is of course an excellent small depot. Recovered stores became quite unmanageable due mainly to the vast quantities returned as a result of the cessation of hostilities, hence Kidbrooke. Cable section site is a sample of good planning forced on the Department (1) by the fact that the increased use of cables made it necessary to have better accommodation and (2) such places as Dalston would have fallen about the ears of the staff had they not been vacated. But there are still such places as Goswell Road, Northburgh Street, and Studd Street. This latter is the largest Depot in London and it houses practically the whole of the Engineering new stores proper to London. What is the position here ? It is crowded with stores of all kinds and there is no room to move in this largest operational Depot in London. No forklift trucks are usable economically here, nor is there any real effort being made to relieve the pressure. The quantities held here should be halved, chutes should be installed and the stocking rearranged. Incidentally, there should be less encroachment by the Factories Dept. and the Testing Dept. So much for London.

Birmingham. Here is an overcrowded Depot, the largest single Depot in the country, which has been in being for forty years. It still has the same heating system in spite of the many extra buildings that have been erected from time to time. It is true that here it is possible in many parts to use forklift trucks, but not all in the main buildings. Here again the obvious has not been done, namely, the installation of chutes, conveyors and the re-arrangement of stores to suit such aids. **Hereford Depot** has given but slight relief. It is a small place 67 miles away and though operational is in the wrong geographical situation to be of real assistance. Furthermore, the housing position makes it impossible to transfer staff. **Anthony Road** is an old brick-kiln. It is in such a shocking state that we as a staff side shall have to take drastic steps to get it altered if something is not done very quickly, for it is here that most recovered stores other than instruments are dealt with.

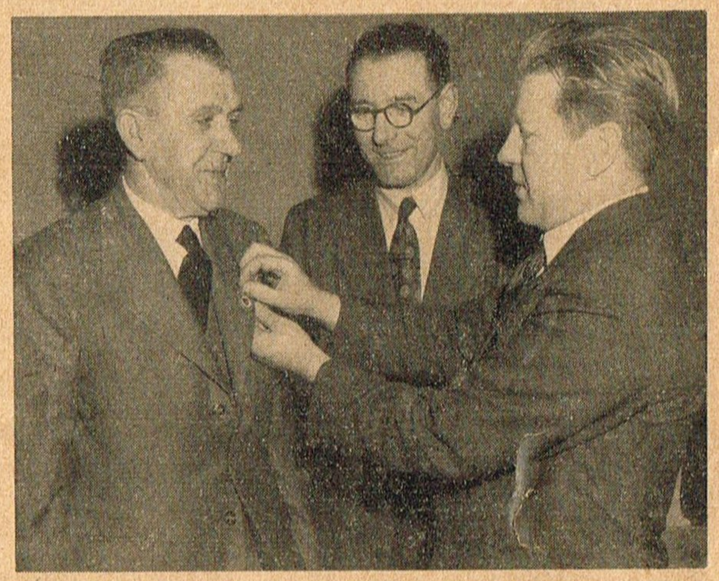
But I could go on like this. I am afraid that it is much too early to boast about developments while the greater Depots and the work done in them is left as heretofore. Bridgwater is a place possible of excellent development. It could assist a great deal but its future is still in the realms of fancy. Yet with vigorous and quick planning this could really illustrate what the Department can do and how much the efficiency of its operations and the welfare of its staff mean to the administration. Leith (Scotland) was only used to relieve Russell Road. Sighthill is being built *in part* just to relieve Leith.

This is, I think sufficient to show what I am driving at. All the Department has done is to provide a substitute, but let it be said a better substitute. The main buildings are as before. All fork-lift trucks can do is to make up for the lack of Packer and Porter Labour under these conditions.

J. W. WOODHAMS.

Glasgow Honours Allan McIntyre

On the evening of 9th April, 1953, some eighty members of the Glasgow Branch gathered together in the Ca'doro to do honour to a very popular and long service member of the Union—Allan McIntyre.



Left to Right: Allan McIntyre, D. M. Girvin, Chas. Smith (General Secretary)

The gathering was presided over, in the unavoidable absence of the Branch Chairman, by the Vice-Chairman, Mr. D. M. Girvin, who in opening the proceedings paid a sincere tribute to the work which Allan had done over a very long period of time, for his fellow workers in the Post Office Engineering Dept.

The presentation of the Gold Badge was made by the General Secretary, Mr. Charles Smith, who said that the strength of the Union lay in its rank and file membership and so long as there were members of the character of Mr. McIntyre, the future of the Union would be assured. Among those who added their best wishes were Sam Doak, H. A. Cameron, Johnny Orr from Paisley, Ernie Clegg and the Branch Secretary.

In his reply, Mr. McIntyre thanked all members for their good wishes and said that the evening was an occasion which he would never forget as long as he lived. He also urged everybody to take a pride in Union membership, pointing out that only by collective action within the organisation of the branch could grievances, injustices and wrongs be brought out into the open and the appropriate action taken.

Entertainment throughout the evening was provided by the branch members, the main contributors being A. Masterton, a conjuror of very high standing, Val Knox, a very fine singer, and "young" Sanny Shiers who did yeoman service on the piano.

JAMES KIRKWOOD.

Transfers

Technical Officer U.A.X. duties Salisbury desires transfer to South or South East Coastal Area. Health reasons. Apply to Branch Secretary, Mr. G. E. Styrin, 97 Wiltshire Road, Salisbury.

Mechanic A Motor Transport Section London S.W. Area desires transfer to the Thanet Area, Margate, Canterbury or Dover for domestic reasons. Please reply to Secretary: Mr. S. G. Whitehead, 12 Lovelace Gardens, Walton-on-Thames, Surrey.

Technician IIA, P.B.X. Construction duties, London Centre Area, requires transfer to Canterbury Area, Kent. Will accept any duty. Apply to Branch Secretary: Mr. F. D. Whitehead, 36 Meadow Road, Hanworth, Middx.

T.I Carlisle, experienced on A.N. Control, Test Desk, C.B. Exchange maintenance, Internal Construction, Subs. fitting desires transfer to Surrey or nearby. Council House to exchange. Please apply to Branch Secretary: Mr. A. Whittaker, 11 Punton Road, Stenwix, Carlisle.

Tech. IIA on plumber/jointer duties at Bury St. Edmunds desires transfer to Woolwich, Hither Green or South East London Area. Prefab to exchange for same or house. Domestic reasons. Please reply to Branch Secretary: Mr. W. A. Holmes, 31 Mill Road, Bury St. Edmunds, Suffolk.

Wages Inquiry and Voluntary Arbitration

The T.U.C. General Council Reply to Ministry of Labour

The Minister of Labour recently asked the T.U.C. General Council to give him their views *first* on the suggestion of the Courts of Inquiry into the Engineering and Shipbuilding Disputes for a committee of inquiry into the economic problems affecting wages claims and *second*, whether it would be useful for him, the Minister, to write to those industries where no provision is made for arbitration or where arbitration is envisaged only as a possibility, inviting them to accept the practice of agreement in advance that disputes should be referred to arbitration.

After full consideration of both these matters the T.U.C. General Council came to the following conclusions at their April meeting.

The Council decided to tell the Minister that they could not agree to the suggestion of the Courts of Inquiry into the Engineering and Shipbuilding Disputes for a committee of inquiry into the economic problems affecting wages claims.

Examination of these reports of the Courts of Inquiry suggested that the problems to be investigated by such a body would include the effect of wage increases on internal prices and on export prices; the likely consequences of granting claims in one industry on wages in other industries; the questions of how far wages should be influenced by cost of living changes, by trends of profits, by changes in productivity in the industry concerned, and of the relative weights to be given to these various factors; the extent to which undistributed profits are needed for replacement and expansion and are therefore not available for wages; and the question of how far finance for replacement and expansion should come out of profits or out of new capital. The Council felt that to be of any value the findings of such an inquiry would need to be in as much detail as possible, reasonably up-to-date and unanimous.

The Council took the view that as a detailed inquiry into all these factors would necessarily be lengthy, the findings when published would be out of date. Furthermore, since the inquiry would be dealing with matters of opinion, as well as fact, there would be little possibility of unanimity.

On the other hand if it were decided to produce a general report only, it would, in all likelihood, do little more than duplicate the annual Economic Survey. A general survey of this type might well be confusing when their contents were applied to particular industries and would not have the confidence of the trade unions concerned.

In these circumstances the General Council believe that whatever needs to be said to the Movement on the present economic situation is best said by themselves. They have informed the Minister that though they cannot agree to the suggested Inquiry the Council will continue to take steps to promote within the Trade Union Movement the fullest understanding of Britain's economic position.

Voluntary Arbitration

The T.U.C. General Council decided to inform the Minister of Labour of their opinion that no useful purpose would be served by his writing to industries inviting those which do not already do so, to provide in collective agreements that disputes should be referred to arbitration.

The General Council felt that in all collective bargaining the will to settle is far more important than the mere provision of additional machinery and that on the whole our system of industrial relations works well. The General Council also noted that relations and traditions differ from industry to industry and that some industries which have made no provision for arbitration have excellent records of settling differences peacefully and swiftly.

Who are the Designers ?

A BRANCH recently drew our attention to an article in the March issue of the journal *Right Angle*, the organ of the Society of Technical Civil Servants which represents the Engineering Department Draughtsmen and part of the article on promotion prospects is reproduced below:

" The general view is that the position will only substantially be changed by the introduction of fresh work. It is, for example, absurd that heating and ventilating schemes are, in most cases, *designed* outside the drawing office. External planning and local development schemes are other major jobs which should be *designed* in the drawing office.

"This work has never been ' promised ' but the Section Committee will, in the next few months, be making a case to the department on these lines. It will, of course, be resisted by vested interests. That is all the more reason why we should put up a strenuous fight to see that draughtsmen are recognised as capable of thinking, as well as of drawing pretty pictures."

This statement is of considerable interest to us as the Union has represented on a number of occasions to the Post Office that the Technical Officers employed on Planning and Estimating duties in the development section should receive comparable pay to the Draughtsmen as they do, in fact, design and draw up development schemes into the rough plan stage (distribute the cable pairs, calculate resistance and T.E.R. to cabinets, pillars and distribution points, site the telephone exchange, while, at the same time, costing schemes), and we have always said that the Draughtsmen have only been concerned with making fair copies of these scheme plans.

Now from this extract it would appear Draughtsmen agree that the Technical Officers in the planning group do, in fact, design schemes and we presume from this that they are disputing comparisons which the Post Office are making with Draughtsmen elsewhere. On the other hand the Engineering Department have continually refused to accept our contention that these Technical Officers do work comparable to draughtsmen.

It would appear from this that the Engineering Department is sitting very neatly on the fence between the Draughtsman and the Technical Officer. Is there now any dispute about who is doing this work ! We trust that the Engineering Department will now give the recognition which is due to the Planning Officers in the Area Development Sections.—A. J. BEASLEY.

Situations

TECHNICIANS GRADE I required by the EAST AFRICAN POSTS AND TELECOMMUNICATIONS ADMINISTRATION for 1 tour of 30-48 months with prospect of permanent and pensionable employment. Salary etc according to experience in scale £742 a year rising to £1134 a year. Outfit allowance £30. Free passages. Liberal leave on full salary.

(A) CABLE M2C/29221/PZ). Candidates should have had training in the jointing of lead covered paper insulated cables of the twin, multiple twin and star/quad types, and should be capable of plumbing joints in such cables. They should have a knowledge of the general testing and maintenance of cables and must have had planning and development experience.

(B) GENERAL WORK-INTERNAL (M2C/29229/PZ). Candidates should possess a knowledge of hand speed SX, DX and quadruples telegraph systems, wheatstone and teleprinter in telephony magneto exchange and automatic exchange working with special reference to test desk duties and fault localisation generally.
Candidates at present employed by the General Post Office should submit their application through their Establishment Division. Write to the Crown Agents, 4 Millbank, London, S.W.1. State age, name in block letters, full qualifications and experience and quote the reference number shown against the appointment applied for.

CHIEF INSPECTORS GRADE II
required by the
NIGERIA GOVERNMENT POST AND TELEGRAPHS DEPARTMENT for 1 tour of 15-24 months with prospect of permanency. Commencing salary etc. according to experience in scale £750 a year rising to £1035 a year. Outfit allowance £60. Free passages for officer and wife. Assistance towards cost of children's passages or grant up to £150 annually for maintenance in U.K. Liberal leave on full salary. (A) CABLE (M2C/30121/PZ) Candidates should have had considerable experience in local distribution and trunk construction. A knowledge of underground cable maintenance or internal exchange maintenance will be an advantage. (B) AUTO or CARRIER AND V.F. (M2C/30294/PZ). Candidates should have had considerable experience with the G.P.O. or with a manufacturing firm either (i) in the installation and maintenance of non-director pre 2000 Type automatic telephone exchanges and associated equipment, and C.B. manual exchanges, or (ii) in the installation and maintenance of Carrier terminals, D.C. and V.F. telegraph circuits, and other duties of a general nature associated with the running of a telecommunications section. Write to the **CROWN AGENTS, 4 MILLBANK, LONDON, S.W.1.** State age, name in block letters, full qualifications and experience and quote the reference number shown against the appointment applied for. Candidates at present employed by the G.P.O. should submit their applications through their Establishments Division.

Occupational or Composite Branch Organisation

SINCE the Rules Revision Conference of 1947 an increasing degree of attention has been focused on the question as to how far the Union should go to permit the development of what one may term the " Occupational approach " to the current problems of the Union and, in particular, to the problem as to when a subject ceases to be Occupational in character and becomes one of interest to the membership as a whole.

It is interesting to recall that one of the major steps taken by the 1947 Rules Revision Conference was to vest the Union's Occupational Committees with Executive power so that they could take decisions and act upon them without constant reference to the Executive as a whole. Oddly enough, the same Conference did away with the holding of Sectional or Occupational Conferences. This may or may not have been an oversight, but it is certain that at the first opportunity—at Eastbourne in 1952—Conference re-instituted the holding of the Sectional Conferences. There is no doubt that this decision reflected the feeling of almost all of our members at that time and the forthcoming Rules Revision Conference to be held towards the end of this year will show if there has been any change in feeling. Meanwhile, as you will know, the Union is conducting an Area by Area examination of our branch organisation to deal with a number of requests from different parts of the country for the establishment of Occupational Branches, so perhaps a few words on Occupational Branches will not be out of place.

The examination will be concerned with the structure of our main Engineering Branches. These number 158 and of these 27 are Occupational in character, the remainder being Composite Branches. It is the intention of the N.E.C. to make the most thorough investigation of the requests that have been, and will be, received for the setting up of Occupational Branches, but the examination will have to be something more than the mere adding up of the votes cast for and against a proposal to reorganise a Composite Branch or a group of Composite Branches.

There is no prejudice against the establishment of Occupational Branches so far as the N.E.C. is concerned. In fact, the available evidence shows two things. Firstly, that where there has been a demand for Occupational Branches generally that demand has been met. Secondly, that the result has been to strengthen the Union's organisation, both in point of numbers and of the sustaining of local interest in Union affairs. A shining example of this was the recent setting up of Motor Transport Branches. Although our Motor Transport Branches have to deal with widely scattered pockets of membership, they are well over 80% organised, a figure which our Engineering Branches still have to go a long way to reach. This result in the Motor Transport field has been achieved in spite of the fact that many of our Motor Transport colleagues who took branch officerships on the setting up of their branches had to start from scratch, having had comparatively little experience in conducting branch business.

The lesson to be learned is this, I think: that whatever may be the fears, quite legitimately expressed, about where we are going to find our officers, and so on, if our branch is reorganised, experience shows that capable branch officers are found when the need arises. When a Composite Branch is divided it is, in the very nature of things, the External group who have the greatest difficulty in finding officers. This is largely due to the fact that so few of our External colleagues have official duties which cause them to be located in one place for any length of time, or even for the greater part of the day, so that access to External Branch Officers by the membership is more difficult than is the case with the Internal group. Nevertheless, where External Branches have been set up in the past they have been a success and have produced some of the most able of our officers and, incidently, some of the best organised of our branches.

The ever-widening circle of Union activity, together with the trend of development in our indistry, has had a lot to do with members becoming Occupational conscious. Occupational Branches and Occupational Sections in Composite Branches give a fine opportunity to the member to express his views about his own job and the problems arising from it. At the same time it is most important for us all to be " Industry conscious " to understand that, whatever our particular job, we are dependent to some greater or lesser extent upon the work of our colleagues in the other sections of the Engineering Department. Annual Conference is the place where the Union can develop its " Industry " approach to the large issues which affect the Union member, whatever his job.

The Executive Council's immediate task, as I have said, is to examine our branch organisation and to try and satisfy the needs of the members who wish to belong to Occupational Branches. In some cases this will present no great difficulty as, for example, where both Internal and External groups in the same Area are united on the question and where the numbers of members involved clearly justify the taking of the step. But it must be borne in mind that the Union's financial resources are limited and that the General Fund just simply cannot stand up to the formation of Occupational Branches *ad. lib.* Each new branch that is set up imposes an immediate charge on the General Fund of the order of £60 to pay for the expense of U.R.C., Whitley and Conference representation. It will be seen that the task of the N.E.C. is a formidable one and a task where the general result of Area review must be collated to see what the national picture will be like at the end of it all, and to make certain that that picture will not be one damaging to the Union. This does not necessarily mean that the N.E.C. will refuse to set up Occupational Branches in an Area simply because the proposal appears to be an uneconomic one. We have some branches in existence at the moment where, from the point of view of pounds, shillings and pence alone, they are not justified, but where in the Trade Union sense they are fully justified. Each case has to be judged on its merits.

To sum up. There is a general appreciation that full and reasonable discussion of Occupational problems by Occupational Groups contributes to the welfare of the individual member and the Union as a whole. This appreciation is being translated into requests for the formation of Occupational Branches. The N.E.C. will deal with these requests in the knowledge that Occupational Branches have proved a success in the past and are a success today. On the other hand it would be a bad thing to disturb an existing branch simply for the sake of disturbing it and, above all, we must not find ourselves landed with a form of organisation which puts members into watertight Occupational groups and allows us to forget that, whatever our rank or job, we all belong to one industry.

C. MORGAN.

The T.U.C. and the 1954 Budget

The pattern of the 1954 Budget reflects the shortcomings of the 1953 Budget said the T.U.C. General Council after considering its proposals at their April meeting. Their statement on the 1954 Budget goes on:—

It is generally agreed that the main objects of economic policy at the present time must be to increase exports and investment, and these are precisely what last year's Budget failed to promote. It is true that production has been increasing during the last year but in part this has only been a recovery from the low level of 1952. In any case, too large a part of last year's increased production and of the benefit from improved terms of trade went to raise immediate consumption, instead of to the more essential purpose of ensuring the maintenance and improvement of consumption in the long run.

It is significant that the only major tax change is designed to stimulate investment in private industry which is generally agreed to be far too low. It is to be regretted however, that this is to be done indiscriminately, whether the investment projects are essential or not, and that it should be considered necessary to give what will eventually amount to a substantial subsidy to industry. As the " Economic Survey 1954 " points out, shortage of finance was not in general a factor limiting industrial investment in 1953, and there can be no assurance that increasred investment will be forthcoming as a result of the subsidy, given the continuing uncertainty about the American economic situation and our export markets.

While the General Council have agreed that this is not the time for substantial tax concessions, it is regrettable that nothing has been done to relieve the cost of living even by small reductions in indirect

taxation. Such tax concessions as have been made, apart from the investment allowance, have no direct bearing at all on the general economic situation. One of these concessions in particular—the reduction in death duties on property held in the form of business assets—is a retrograde measure which is indiscriminate in its effects and cannot be justified on either social or economic grounds.

In sum, the 1954 Budget is not likely to make an adequate contribution to the solution of our economic problems. Moreover, underlying its avowed objective there is a continuation—both in what the Budget does and what it does not do—of the gradual reversal of the redistribution of income achieved by the Coalition and Labour Governments. This is not in the best interests of the nation.

Better Late Than Never

WAY back in 1928 a member of the Liverpool External Branch was considered for appointment to the established grade, but the Chief Post Office Medical Adviser—as he was then known—did not consider him suitable and consequently he was not appointed but he was granted medical reject terms.

Eleven years later he appealed to the Civil Service Commissioners for a review of his case but he was again unsuccessful, but in 1943 when he made another attempt he did make a little progress—he managed to get from the Commission a promise to give further consideration to his case in three years' time, subject to a satisfactory sick absence record in the intervening period. Unfortunately, however, his health was such that during the trial period he was unable to improve much on his previous record. Not very hopefully, therefore, he tried again at the end of the three years, but again he only succeeded in extracting a promise of a further review in another three years' time providing his attendance had improved.

A few months later the case was discussed by the branch and immediately referred to Head Office for attention and we at once asked the Department for details of his sick absences. These were supplied without delay and we must confess that when we saw them we were seriously concerned at the formidable list. The year 1952, however, appeared to be an improvement on previous years and up to the time of our receiving the case in 1953 the member had not been absent for a single day and it was obvious that at long last the unfortunate man's health was showing signs of improving. On the strength of this we sent him to an eminent Liverpool consultant for examination, and later received a report which, after giving details concerning the condition of his heart, blood pressure, chest, etc., stated " . . . . . *I think it is worth while applying again for full establishment* . . . . . " which was an endorsement of our own view, and we made the usual representations.

Some weeks later we received a reply from the Post Office stating the case had been referred to the Civil Service Commissioners, who had said that " . . . . . if Mr.——wishes to make a further application under the usual conditions . . . . . the Civil Service Commissioners will offer him the opportunity of examination at his own expense . . . . . "

This was a rather surprising departure from normal procedure as our experience is that the specialist's report sent in by us is invariably acceptable and seldom, if ever, does the Commission send a man to a consultant of their choosing after receiving a report such as the one in this case. However, on our advice the man agreed and was again examined, apparently with good results, for a few weeks later the Branch Secretary wrote to say that his member had been instructed to purchase a five shilling stamp. Early in May we received a letter from the member which is set out below:

Dear Sir,

I have been notified by the Civil Service Commissioners today that I have been established and that **superannuation will reckon in full from 4th April, 1924.** My very grateful thanks to you Mr.—— and the P.O.E.U. for the efforts made on my behalf, for without the help of the P.O.E.U. I would not have been granted my establishment. Once again, my very grateful thanks.

Yours faithfully,

(Sgd.) W.T.G.

After what appeared to the member to be a hopeless case for so long **he is now appointed and his superannuation will count back for thirty years.**

News from the Branches

London City Branch

On the evening of Wednesday, 5th May, the General Secretary, Mr. Charles Smith, met over 250 " Men of the City " at a Special General Meeting called by the London City Branch, with one single item on the Agenda—" Wages and the Wage Claim."

The first main point of Mr. Smith's speech was the difference in this Claim relative to others on a " Cost of Living " basis, *this* Claim was based on " Value of Work " or—the Rate for the Job, in fact extreme dissatisfaction was felt on previous Claims and Awards from the Arbitration Court which never at any time bore any relation to the rise in prices.

The General Secretary continued by stating that the Claim had been lodged in Mid-January and the only acknowledgment from the Post Office was that due to the length and complexity of the document submitted, reasonable time to study the Claim would be required, the General Secretary submitted that since it was now early May—too much time had already been taken by the Department on this very important issue. Another aspect of the Cost of Living Wage Claims and our apparent lag behind in this field was brought about by the terms of the " Tomlin Agreement " laid down many years ago which prohibits Civil Servants from submitting " Cost of Living " Wage Claims until it could be shown that comparable outside industries had submitted and succeeded in such claims, and since there had been continuously rising costs and prices during the past fifteen years we were always forced to lag behind due to the application of this Agreement.

We must not, continued Mr. Smith, be side-tracked by the Post Office with " relationships," but we must insist upon consideration, item by item, of the Value of Work Claim.

The viewpoint of the Department was wanted; how far are they prepared to accept the *principles* contained therein.

Various claims since 1948 had all ended in the Arbitration Court, that the subsequent Awards had not been all that we had hoped for was not the fault of the Union, but it made one wonder about the value of Arbitration. We must now try in this instance to arrive at a settlement by negotiation and not arbitration.

Mr. Smith hoped that a meeting could be arranged before the end of the month with the Post Office and some reactions to the Claim would be given. He could not accept the low Post Office surplus as an excuse for turning down our Claim since they had never allowed us to quote the large surplus in years gone by as a good enough reason why our full claims should be met.

Mr. Smith closed by saying that he was pleased to attend so large a meeting and although there was no easy period before us, the fact that we had closed our ranks and unity had been achieved enabled us to show the P.M.G. that we all had a single purpose—the proper rate for the job.

The Chairman called for questions from the floor and a lively debate followed with questions being answered by both Mr. Smith and Mr. S. Mitchell (N.E.C.). The general feeling of the meeting arrived at by the answers to questions was that although the N.E.C. had not yet considered any counter move in the event of a refusal of our claim, now was the time to consider this important point.

The following resolution was then put to the meeting and was carried without a dissentient voice:—

" That the N.E.C. organise as soon as possible, mass meetings and demonstrations, to bring pressure to bear on the Post Office in order to speed up negotiations towards a successful result to the " Value of Work Claim."

E. A. ELLIS.

Glasgow M.T.

A new workshop is in the course of construction at Loch Boisdale on the Island of South Uist for the maintenance of approximately twenty vehicles. These have previously been maintained by visiting mechanics from Oban.

To carry out this duty a journey by sea entailing from 12 to 34 hours sailing time is involved and the mechanic is away from home for a week at a time and sailing round these parts is no pleasure trip.

The building is necessarily a permanent structure as the gales we expect would make short work of a prefabricated one and this would need a new job code number to cover collecting pieces of garage and re-assembling.

Notes and Comments

The Journal Gets Around

On not infrequent occasions we come across evidence that the *Journal* is read in most unexpected quarters and a letter which has been passed to us by Mr. W. J. A. Hughes, Deputy Chairman, is another proof that the activities of the Union are closely observed by other organisations and many people outside the ranks of the Union.

The letter we received was sent by Mrs. Sylvia B. Gottleib, Director of the Research Department of the Communications Workers of America, Washington, D.C., and is set forth below:—

Dear Mr. Hughes,

This is just a note to congratulate you on the amalgamation of the Post Office Engineering Union and the Engineering Officers' Association. Even from this distance it seems like a momentous event in the history of unions among Post Office workers.

I read with great interest your article titled " Wages, policy and productivity in the United States," which appeared in the April 1954 issue of the *Journal*. I was truly pleased at your amazing and complete comprehension of CWA's wage claim position.

Thanks also for the copy of the Productivity Team Report, of which you were a member. It seems an excellent report and should serve as a solid starting point for some improvements in the telephone industry of Great Britain.

With warm personal regards.

Very truly yours,

(*Sgd.*) SYLVIA B. GOTTLEIB,

Director, Research Department.

Trade Union Night at Wembley

July 20th will be Trade Union Night at Wembley when members of many Unions, together with their families, will be there to see Ivor Novello's " The Dancing Years " on ice.

Tickets are now available at reduced rates ranging from 3/6 to 12/6, and provisional reservation can be made and payment for tickets deferred, if desired, to within 21 days prior to the event. The reduced prices apply to individual or party bookings.

Applications for tickets should be addressed to:
Parties Box Office, Empire Pool, Wembley, Middx.

Particulars of the Union and Branch should be quoted when applications are sent in order that an official welcome may be extended over the loudspeaker equipment during the intervals.

That Motor Transport Wage Claim

Members of the Motor Transport staff will be interested to learn that the hearing of their case by the Arbitration Tribunal took place on Thursday, May 20th, at 26 Sussex Place, Regents Park, and the Court's decision is likely to be known a few days after the appearance of these notes.

Meanwhile it should be borne in mind that the claim is a " value of work " claim related to the rates of pay " outside " in the first half of 1953 when the claim was first submitted. Price changes and wage movements since then have not been taken into account. The endeavour behind the claim is to establish a real relationship between " inside " Motor Transport rates and those outside, and to prevent the Post Office evading the issue by treating it as a cost of living claim.

Hospital Bedside Telephone

A bedside 'phone for patients has been installed at Acton Hospital, thanks to the initiative of the Central Middlesex Group Hospital Management Committee.

The Postmaster General, the Earl de la Warr, at the inaugural ceremony on 13th May, said that the service would enable patients to speak with their friends and relations, however far away, and that would contribute to the peace of mind which was so much a part of hospital treatment. There was also the business man worrying about his affairs with a natural anxiety to get in touch with his turf accountant (laughter), and the young lady patient anxious to receive comfort from her young man. Children wanted to keep in touch with parents and that was a real part of bringing not only happiness but health to patients.

Mr. Maurice Orbach, M.P., Chairman of the Management Committee, said that Canada was the pioneer of the service, and the installation at Acton was perhaps the first in the world outside that Dominion.

Wall sockets have been fitted between the beds and the telephone is carried round on a trolley and is equipped with a coin box. Outgoing calls only are permitted and the telephone is ex-directory.

Earl de la Warr said that the service was officially described as the multi-coin box bedside telephone service, but the name suggested to him by the Chairman was the Tele-Trolley.

Civil Service Sanatorium Society

The large number of medical cases with which the Union is called upon to deal during the course of a year, many of which are respiratory cases, lends considerable emphasis to the appeal made by Mr. Barnes in the final paragraph of his article, and we urge every Union member to give serious thought to what he says. For an absurdly low cost members may ensure themselves and their dependents of treatment and care of the highest order should they or any one of their family be stricken with either of these terrible diseases

THE Sanatorium Society commenced as a Post Office Society in 1905 and was thrown open to the whole of the Civil Service in 1926.

Membership is open to all staff whether permanent, temporary, established, or unestablished. Members can also enrol their wives, children and dependants. Where treatment has not been given for Tuberculosis acceptance is almost automatic for the applicant. Where treatment has been given prior to the application for membership the Committee of Management considers each case on its merits.

T.B. benefit is free to the member who has been in the Society six months. In the case of wives, children and dependants the period is twelve months.

Ninety-Seven per cent Success

Membership can also be taken for cancer benefit. The conditions for entry into the cancer section are similar to those for T.B. except that the probationary period here is six months in each case. Benefit for cancer is not given direct by the Society but it will pay up to 100 guineas for operation fees and 20 guineas per week maintenance hospital fees or domicilary treatment.

In the case of either T.B. or cancer, travelling expenses are defrayed. Specialist consultation can be arranged free of charge.

Membership of the Society is at present about 300,000. Since the inception of the Society over 7,000 cases of T.B. have been treated and over 80 per cent. of these have been so successful that the great majority have been able to return to their full normal duty. During the last two years in fact this percentage was 97 per cent.

The Society owns two sanatoria. The main one is at Benenden in Kent. This can at present accommodate 154 patients. It caters for male and female members. Four doctors are resident. Benenden has its own farms and gardens to the extent of 250 acres. It also has its own herd of T.T. cows.

Very extensive buildings operations are at present going on and should reach fruition this year which will greatly enlarge the sanatorium's capacity. It will then have its own surgical unit and will be, as near as possible, a self-contained unit. The cost of these extensions is to be nearly £300,000 and there is lively activity in the Society's branches to raise money so that the Society will not be in any way embarrassed. At present, Benenden costs £80,000 per year to run and after the extensions will cost considerably more.

The other sanatorium owned by the Society is York Lodge at Seaford in Sussex. It can accommodate 33 and only caters for male members.

Beds are maintained in many other sanatoria in many parts of the country and excellent facilities are made available to members.

What it Costs

The Society is controlled democratically. A conference is held biennially which provides members with the facilities to exercise control.

Subscription is at the following rates:— T.B. member 2d. a week, wife 1d. a week, child or dependant 2d. a week.

Members covering their wives, children and dependants for cancer benefit pay a penny extra for each person covered.

Every Union member should be a member of this Society. In most areas there should be a local Secretary of the Society. Where difficulty is experienced in locating him however, all information required can be obtained from the Society Secretary, A. F. Fountain, Esq., 63 Catherine Place, London, S.W.1.

A. A. BARNES.

"As it Happened"

" As it Happened " is the title of a book published by William Heinemann Ltd. at 16/- and is the memoirs of The Rt. Hon. C. R. Attlee, O.M., C.H., P.C.

This is not a political book, however. It is primarily the story of a man's life, of his moral as well as physical courage, and of his unswerving honesty and selfless devotion to his ideals.

No man has ever stood for so long in the limelight of history and written so modestly about himself. The story deals with his life as a Public school boy, an Oxford graduate, his work for poor boys in a settlement in the East End of London. It tells of his immediate enlistment in 1914, his service in Gallipoli and of his becoming a casualty in Mesapotamia and later his service in France.

On demobilisation he went back to the East End and became Stepney's youngest Mayor. Finally, against his own wish, he was dragged into politics, ultimately becoming the Leader of the Opposition, one of Churchill's right-hand men during the years of the war and, finally, Prime Minister and again Leader of the Opposition.

He steered his Party and his Government over rapids that might have become Niagaras—India; nationalization of railways, coal and steel.

His concluding words are typical of the man

" . . . . . I have been a very happy and fortunate man in having lived so long in the greatest country in the world, in having a happy family life, and in having been given the opportunity of serving in a state of life to which I had never expected to be called."

A great book about a truly great man.

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I.P.O.E.E. Essay Competition Results

A Prize of £5 5s. 0d. and an Institution Certificate have been awarded to the following in respect of the essay named:—

Name.	*Title of Essay.*
G. CHALK, Technician I, Canterbury (H.C. Region)	"Electric Lift Roping Systems. Their Maintenance and Renewal."

Prizes of £3 3s. 0d. each and Institution Certificates have been awarded to the following four competitors:—

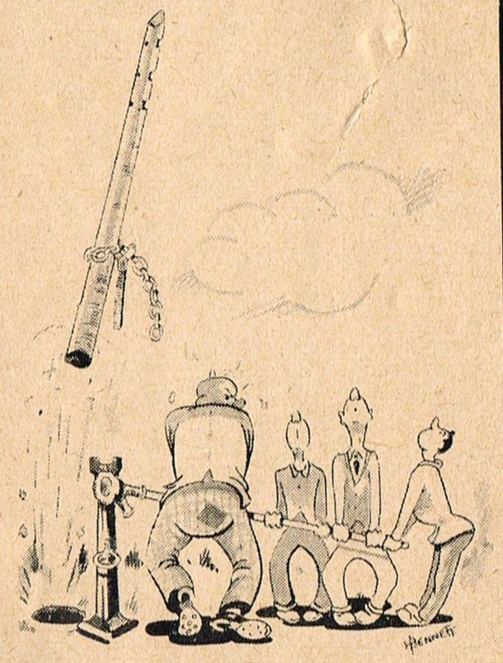
Name.	*Title of Essay.*
E. H. PIPER, Technical Officer, Bournemouth (S.W. Region).	"The Introduction of the Rationalized M.K.S. System of Electrical Units to Technical Education."
W. P. SKINNER, Technical Officer, LTR!SW Area	"A review of Lead-Acid Secondary Cell practice with some observations on possible developments."
R. N. BURT, Technical Officer, Bath (S.W. Region).	"Problems of Staff Training in the Engineering Department."
G. DOUGLAS, Technical Officer, Ladybank, Fife (Scotland).	"New Equipment Practice used in 24 Circuit Carrier at intermediate stations."

Institution Certificates of Merit have been awarded to:—

Name.	*Title of Essay.*
O. G. PLUMRIDGE, Technician I, Salford (N.W. Region).	"Subscribers Apparatus—Its Installation and Maintenance."
R. H. THORNTON, Technical Officer, LTR!LD Area.	"A Method of Recucing Carrier Leak from Cowan Type Modulators."
G. W. BATES, Technical Officer, E.-in-C.O. (Test Section).	"Photometry and the London Test Section."
A. W. MORRIS, Senior Mechanic, Belfast (N. Ireland)	"Automobile Electricoty and the Modern Post Office Vehicle."
R. GRANT, Technical Officer, Glasgow (Scotland)	"The Proper Approach to our Subscribers and Public."

The Council of the Institution records its appreciation to Messrs. W. S. Procter, F. A. Hough and H. E. Francis, who kindly undertook to adjudicate upon the essays entered for the competition.

H. E. WILCOCKSON,
Secretary.



"Who oiled the Jack?"

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That Conference Speech

by the Union's Publicity Officer, Mr. T. C. Foley

MANY delegates to Conference will have to prepare a speech and will be considering how to put over their case convincingly. "Reading maketh a full man, conference a ready man, and writing an exact man," wrote Bacon. Therefore having got together the facts it makes for clear thought to write out a speech. It should then be pruned, cutting out all unessential elaboration until it is the required length for delivery in the allotted time. Finally, it should be reduced to a number of headings or main points to be committed to memory or written on a post card for reference at the mike, because a speech delivered extemporarily is so much more effective than one that is read. Unless one has a first-rate memory it is better to have any figures and quotations in writing to avoid errors.

The mover of a resolution may ask to what extent he should try to anticipate objections to it and how far he should seek to cut the ground from under the feet of opponents. Generally speaking it is better for the mover to confine himself to the arguments for the proposition rather than to suggest objections, because he has always the right of reply to critics.

Some collaboration with the seconder of a proposition is useful for the arguments can, in this way, be shared between two speeches, particularly when there is much to be said. How often one hears the seconder of a resolution complain that the mover has stolen all his thunder or he has only to dot the Is and cross the Ts and nothing helpful is added. A seconder should try to put some additional points.

Unless Conference goes into private session speakers should bear in mind that what they say may get into the Press and come to the ears of the Department. There is, of course, much that they want to get into the Press and to din into the ears of the high officials of the Dpartment and the Treasury, but over-statements or inaccurate statements are apt to have a disconcerting boomerang effect, and obviously do harm and not good. In short, check the facts and stick to them. Delegates should avoid statements that might be slanderous, and not indulge in personalities.

At the mike a delegate should stand with his mouth about nine inches away. He should announce his name and branch deliberately and clearly and should remember that good enunciation is more important than volume of sound. The microphone enables a person speaking in a conversational voice to be heard clearly in all parts of the hall. A speaker should not turn his mouth away from the microphone or his voice will be lost. Generally a deliberate delivery is more telling than a hurried one and variations in rate of speaking and in pitch of voice add light and shade to a speech.

Letters to Branches

Issued from 18th March to 6th May, 1954

Letter No.	*Subject*	*Date of Issue*	*Circulation*
2032	Curtailment of Routine Maintenance. Minutes of Meeting at Post Office 14.1.54	18.3.54	Engineering
2033	Retention After 60	18.3.54	General
2034	Proposed Reorganisation of Radio Branch	23.3.54	E.T.E. only
2035	P.O.E.U./E.O.(T.)A. Merger: Printed Handbill	23.3.54	General
2036	Factories: Value of Work Wage Claim	25.3.54	Factories
2037	Activities of Investigation Branch	29.3.54	London Engineering only
2038	Revision of Rg. 40	30.3.54	Engineering
2039	1953/54 Grade Claims: Value of Work	8.4.54	Engineering
2040	Leading Hands in Underground Gangs	8.4.54	External and Composite
2041	Appointment of Assistant Secretary (C. Morgan)	13.4.54	General
2042	Unauthorised Use of Official Vehicles	15.4.54	All except Cableships
2043	Review of Plumber/Jointers Duties	21.4.54	External and Composite
2044	Progression of Minor Engineering Staff	21.4.54	Engineering
2045	Motor Transport Wage Claim	22.4.54	Motor Transport only
2046	Organisation of Occupational Sections within Branches	27.4.54	General
2047	Voluntary Transfers of Asst. Engineers, Inspectors, T.O.s and Techs. I	27.4.54	All except Factories, Cableships and Motor Transport
2048	1953/54 Grade Claims (Value of Work)	27.4.54	Engineering
2049	Recruitment Campaign	6.5.54	General

H.Q. and London Whitley Committee

M/T 9 Croydon Garage

Both the Official Side representatives and our Whitley representatives paid a joint visit to the garage and it is agreed that the roller shutter doors are dangerous. The Official Side are once again going to press the case with the Ministry of Works. This Committee has laid the responsibility of these doors to the Official Side in event of an accident. Minute continued.

M/T 32 Chiswick Garage

No further news to date. Minute continued.

M/T 45 E.C.D.O. Garage

The main scheme on the garage is now completed. The matter of shelter for the petrol pump is still under consideration as we have fire regulation rules to conform with. Minute continued.

M/T 52 Mattock Lane

Plans have been received by the Secretary of this Committee and sent to the branch for perusal. Approved by branch. Secretary to ask when work will commence: also what grading the workshop will be. Minute continued.

M/T 67 Marshall Street Garage

This matter was raised on the meeting with the Official Side and bad conditions were again stressed to them. Both sides agree conditions are bad and the Official Side are to press the matter again. Unfortunately, however, the old problem of expiration of the lease enters in again.

M/T 66 Wembley Road Haulage

Repair of cabins. Work is now completed and the results are very satisfactory. Minute discharged.

M/T 72 Watford Garage

The question of heating is being pursued by the Official Side and we feel by the time next winter comes improvements will have been made. Minute continued.

M/T 73 Walton-on-Thames Garage

Work is not as yet completed. Minute continued.

M/T 71 Coseley C.R.D. Accommodation

Canteen is almost completed. The drawings of the work for the Mechanics-in-Charge office have been sent to the branch for perusal. Minute continued.

M/T 74 C.R.D. Costing

This matter is still in the experimental stage. Minute continued.

M/T 77 Bamber Bridge Temporary Promotions

Some posts have now been filled substantively. The Union is in consultation with the Official Side on other posts. Minute continued.

M/T 78 Hide Shed Accommodation

This matter is still being fought under the shadow of the expiration of the lease. Full pressure is being brought on the Ministry of Works by the Official Side, who are as anxious as we are for improvements to be made. Minute continued.

M/T 76 Mount Pleasant Accommodation

Work has now been completed and the results are satisfactory. Since the work has been completed, however, further work has ensued without the consent of this Committee. Secretary to investigate. Minute continued.

M/T 79 Kidbrooke C.R.D. Vacancies

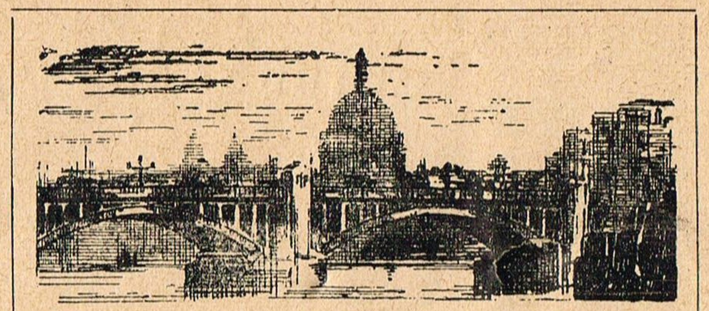
There is still a temporary promotion over a long period. Secretary to write to the C.M.T.O. on the matter. Minute continued.

M/T 83 Yeading Training Courses

The T.A.IIs of respective areas in London have, we understand, now covered all garages for recruits for the courses. This will ensure all staff who wish to go a fair crack of the whip. It must be remembered though that the whole of the Regions

(*continued on back page*)

London Notebook



Annual General Meeting

On the 23rd April the delayed A.G.M. of the Regional Council took place, with the representatives of the twenty-eight Branches now forming the Council (an increase of two over last year). The President of the Union, Mr. L. G. Fox, was the Chairman for the meeting. The following are a few of the points from the meeting.

Application for Vacancies Procedure

Over a year ago now, the Council ceased using the procedure (this was fully dealt with in the London Notebook at the time). A motion was moved by one branch "that the procedure be reinstituted." This was defeated.

Membership

It was reported that the G.P.C. are to introduce a permanent item on to their agenda for reviewing the membership situation. They intend to deal with the Region Area by Area and see if they can assist branches to achieve the goal of 100% membership, and, what is just as important, to keep the membership effective.

Rotas

The latest information was sought on this item, and the Council were able to report a little progress. We are to discuss the whole question of London Rotas with C.R.E. at a special meeting shortly. We have already had details from him informing us that he is intending closing down sixteen exchanges at night. We intend to deal with the matter comprehensively and not piecemeal.

Election of the New G.P.C.

On the first ballot, five members were elected:—Messrs. D. P. Gallagher, W. E. Hurst, J. E. Morrish, H. F. Tomlin and A. G. Whittall—each receiving the votes of over 50% of the branches, this being the rule covering such elections. We then had a further six ballots in order to elect the sixth member, but no one received a majority. E. L. Chapman and J. W. J. Hughes tying with fourteen votes each. The rules do not give any procedure to be adopted under such circumstances, so the Chairman decided to refer the matter to the N.E.C. for their decision.

Election of Officers

At the end of the meeting, the new Regional Council met in order to elect a Chairman and Assistant Secretary, W. E. Hurst and D. P. Gallagher were elected.

A Tribute

The retiring Council members and the branch representatives paid a well-deserved tribute to H. E. T. (Harry) Clover of the Met. East Branch for his work as Assistant Secretary over the many years that he held that position.

Week-ends at C.T.S. (Stone)

The Council received a letter from the C.T.S. Branch asking us to take up a matter that they had been dealing with for some time. Up until last year, a local coach firm had been running a special coach for students at Stone for week-end trips to London, this was discontinued, on the application of the Transport Commission, by he appropriate Tribunal. Since that time the C.T.S. Branch have been in touch with British Railways in order to get cheap week-end travel for the students so that they can spend their week-ends at home if they so wish, they had been unsuccessful in this effort. Their letter explained all that had been done and asked the Council to carry on from there. The Council have decided to seek a deputation to the Transport Commission with a view to getting some facilities for our members who are sent to Stone on courses. We take the view, that as it was they that cut off the students cheap week-end travel, they should replace it by cheap travel of their own.

T.O. Redundancies

At its recent meeting the Council dealt with a case from the North West Area where the T.M. had declared two T.O. redundancies and effected them without consulting the local branch. The Union were responsible for getting an additional two T.O. posts at one exchange due to the arrears of routines, the T.M., in ceding these two posts, filled them by declaring a T.O. redundant at two other exchanges. The Council have an agreement with the Regional Director that redundancies will not be declared before the local branch have been advised in advance of the actual redundancy taking place and their representations being heard by the T.M. The Council are to take this matter up with the Regional Director on the Whitley Committee.

Increase in London Fares

Most members will be aware by now of the intention of the Transport Commission to apply to the Tribunal for another increase in fares as far as London is concerned. The Council have decided that this proposed increase should be opposed by the Union, and have asked the Executive to reinstitute the sub-committee, consisting of two members of the N.E.C. and two members of the U.R.C., for the purpose of presenting the Union's case at the forthcoming Tribunal hearing of the application.

Reduction in Overtime

An item under this heading has been dealt with on the Joint Meeting of the R.E.W.C. for some months now, in fact since the restrictions were operated. As many members have shown interest in this topic, which deals with far more than just overtime, I reproduce below an extract from the minutes of the last Joint Meeting.

* * *

"The Chairman said that at the beginning of February a small relaxation of the restrictions on overtime, on travelling and three shift working on external work had been allowed and Telephone Managers had been advised that overtime could be permitted where this would result in the staff being used more effectively. He had advised the Vice-Chairman, in writing, of the relaxation. Recently Telephone Managers had been advised that recruitment to replace wastage could be permitted except in South-East, South-West and Long Distance Areas, where there was an excess of staff over complement.

The financial allotment, amounting to about £18 millions, for the forthcoming financial year had been received. These funds provided for 15,315 men. On 1st March 1954 there were in post 15,130 Engineering staff, so a further 185 could be recruited. The ceiling figure of staff for 1954/55 was 15,345.

The Chairman explained that the allotment would be divided between the Areas and that Telephone Managers would shortly be advised of the funds available and they would plan accordingly. The amount of work to be done in each Area and the staff available varied considerably. Telephone Managers would aim at keeping a level staff and a reasonably steady expenditure of the available money which provided for basic pay and normal overtime. Telephone Managers who were employing borrowed staff would continue to do so and would not recruit in those grades if by doing so borrowed staff would need to be returned to a parent Area which was already over staffed.

The Vice-Chairman said that the Staff Side welcomed the full information provided by the Chairman. It appeared that the prospects for the coming year were a little brighter. He said that he would like fuller information on what was meant by normal overtime and he suggested that overtime could be spread more evenly over the staff. He pointed out that, despite the relaxation in February, travelling time in some Areas was still being included in the normal working day.

The Chairman said that normal overtime was about 10% which was a little higher than had been permitted in the latter part of the present financial year. It was not possible to ensure an equitable spread of overtime because of the differences in staff and requirements in Areas but Telephone Managers would, while recognising the needs of the work, do their best to ensure that the burden of overtime would fall as evenly as possible.

* * *

Members will have seen by now how this policy has operated in their Areas.

ALBERT WHITTALL.

Annual Conference 1954

The following alterations should be made to the Propositions and Nominations contained in the May *Journal*—

Nominations—Executive Council, L.T.R.:

Delete "R. Bracken (London City West)" add "Shawyer, W.E. (London North West)—nominated by London North West—Technical Officer 3.1.1."

Occupational External:

Delete "Clover, H.E.T. (Met. East External)."

Occupational Motor Transport:

Delete "Pugsley, E. T. G. (Nottingham M.T.) and insert "Lewis, R. (Cardiff M.T.)—nominated by Cardiff M.T.—M/C I."

Propositions

The following Propositions should be included in the Agenda:—

197, 182, 183, 203, 357, 482 and 516.

The following Propositions have been withdrawn by the Branches concerned:—

38 and 525.

Amendments to Rules

The following amendments were omitted from the May issue of the *Journal:*

Bromley

Line 1: Delete "of 10d." and substitute "of 9d."

Line 2: After "A" add "Technical Officer."

Line 8: After "female member" delete full stop add comma and add "and 1/- for Technical Officer."

Croydon

Amend to read:—The following weekly contributions shall be paid:—

(*a*) 6d. by any permanent Officer of the Union, Labourer, Garage Assistant, Reproduction Assistant, Youth-in-Training, Storeboy, Watchman, Guard, or female member;

(*b*) 10d. by members in those grades whose London rate of pay maximum does not exceed 180/- per week:

(*c*) 1/- by members in those grades whose London rate of pay maximum does not exceed 200/- per week;

(*d*) 1/3d. by members in those grades whose London rate of pay maximum exceeds 200/- per week.

Proposition: Proposition 124 and 243 were inserted in error.

197. That this Conference instructs the incoming National Executive Council to claim T.IIA grading for all fully qualified overhead wiremen. (*Sunderland*).

182. That this Conference instructs the incoming Occupation Committee "B" to endeavour to obtain Technician I grading for all jointers called upon to perform coaxial cable jointing. (*Watford*).

183. That this Conference instructs the incoming National Executive Council to include a scheme for the grading of jointer-plumber duties in its revaluation of work proposals, to give recognition to the diverse skills required. (*Coventry*).

203. That this Conference instructs the incoming National Executive Council to include in the Senior Technician Grade all Technicians I employed on external construction in view of the increasing complexity of the work performed (Cabinet and Pillars and Multi Teeing schemes, etc.). (*Met. North External*).

357. That this Conference instructs the incoming National Executive Council to engage the services of a firm of business consultants to examine and make recommendations to improve the organisation of the P.O.E.U. Headquarters with particular emphasis on the following: (1) Notification to Branches of progress and/or delays on matters in which the Branches are affected, (2) Devolved authority within the N.E.C., (3) Time saving and expediting of general information, (4) Channels of approach to departments and other authorities, and (5) Publicity. (*C.T.S.*).

482. That this Conference instructs the incoming National Executive Council to again ballot the membership on the question of P.O.E.U. affiliation to the Labour Party and, subject to a two-thirds majority vote in favour of such action, this Conference further instructs the National Executive Council to bring into being a political fund and to take any steps necessary to secure the said affiliation. (*Eastbourne*).

516. That this Conference instructs the incoming Executive Council to amend the agreement between the Post Office and the Union of 1948 on protective clothing so that the meetings between the Post Office and the Union be on a basis of one yearly meetings instead of the existing three years. (*North London M.T.*).

Nominations for President

Name	Branch	Branches Nominating
Allen, T. W.	Swansea M.T.	Brighton M.T.
Armour, A. G. H.	Isle of Man	Liverpool External.
Dart, W. H.	Croydon	Croydon.
Fox, L. G.	London Testing	Aberdeen, Aldershot, Bangor, Bedford, Bexley Heath, Birmingham External, Birmingham Factory Supplies Grades, Birmingham Internal, Birmingham Supplies, Birmingham Testing, Bishop's Stortford, Blackburn, Bletchley, Bournemouth, Bradford External, Brighton, Bromley, Bury St. Edmunds, Cambridge, Cardiff, Carmarthen, Central Training School, Chelmsford, Cheltenham, Chester, Chiltern, Colwyn Bay, Dollis Hill, Drivers and Guards, Edinburgh M.T., Gloucester, Grimsby, Guildford, Halifax, Harrogate, Horsham, Isle of Man, Isle of Wight, Kendal, Kilmarnock, Leeds Internal, Leeds M.T. Leicester, London City East, London Supplies, London Testing, Londonderry, Luton, Manchester External, Manchester M.T., Met. North Ext., Met. North Internal, Met. S.E. External, Met. S.E. Internal, Newcastle, Newport, Northampton, Northern Ireland M.T., Overseas Telegraph, Oxford, Peterborough M.T., Plymouth, Plymouth M.T., Portsmouth, Radio East, Reading, Rochdale Romford, Shrewsbury, Shrewsbury M.T.' Slough, Southampton, Sunderland, Taunton' Uxbridge, Wakefield, Walton-on-Thames, Wigan, Worthing, Wrexham, Yeading M.T., Yeovil, York.
Harris, C. A. J. A.	Kent East	Chatham, Kent East.
Hughes, W. J. A.	Southend	Ipswich, London City West, Norwich.
Hurst, W. E.	West Middlesex	Dumfries, West Middlesex.
Kirkwood, J.	Glasgow	Glasgow, London Factory Supplies Grades, Paisley.
Mitchell, S. A.	London City	London City.
Morrish, J. E.	Met. North West	E.L. & P. Birmingham, London Central, London North West, Long Distance, Met. North West, Tunbridge Wells, West London M.T.
Pickles, J.	Manchester Internal	Bristol Internal, Coventry, Liverpool Internal
		Manchester Internal, Radio, Rugby Radio, Southend, Stoke-on-Trent, Warrington.
Watson, A. E.	London Central	Met. East Internal.

Nominations for T.U.C. Delegation

Substantive Nominations

Name	Branch
Bamford, W. H.	Blackburn
Banyard, B. C. W.	Peterborough
Barnes, A. A.	Met. East Int.
Batchelor, J. H.	Cardiff
Beattie, A. J. H. (Nominated by Dumfries, L.C.E., and Walton)	Glasgow
Bertin, S. F.	London City
Bowerman, F. W.	Hereford
Bruin, E. C.	Manchester Int.
Cake, T. C.	Bournemouth
Campbell, E. S.	Dundee
Carr, F. C.	Norwich
Carwin, F. T.	Brighton
Clark, A. F.	Liverpool Ext.
Clarke, A. T.	C.T.S.
Clover, H. E. T.	Met. East Ext.
Collett, R. E. S.	Met. North West
Cook, T. C. (Nominated by Abergavenny)	Newport
Cox, A. J.	Bexley Heath
Craig, W. P.	Aberdeen
Davies, F. R.	E.L. & P. B'ham
Deverell, E. D.	Southend
Dufton, E.	Leeds M.T.
Edwards, W. M. T.	Coventry
Evers, P. A.	Met. North Ext.
Fisher, J. A.	Liverpool Int.
Foster, W.	Leeds Internal
Gallagher, D. P.	Croydon
Giltinan, F. T.	Swansea
Glatt, R. J.	London City West
Goldstein, S.	Reading
Hanrahan, R. W.	Met. S.E. Ext.
Harris, A. G. (Nominated by Carmarthen)	Swansea
Harris, C. A. J. A.	Kent East
Harrison, G.	Tunbridge Wells
Hawkins, R. G.	London Supplies
Haycock, H. R.	Rochdale
Helyer, A.	Sunderland
Hooper, W.	Photoprint
Horton, T.	London North West
John, H. T.	Swansea M.T.
Kirkwood, J.	Glasgow
Kelsey, S. A. (Nominated by Slough)	Guildford
Lea, L. J.	Birmingham Int.
Loftus, J. P.	Grimsby
Lord, J.	Blackpool
Lovering, R.	Uxbridge
McAvoy, J. F. (Nominated by Met. N. Int.)	Met. North West
MacFarlane, J. H. T.	West Middlesex
Merrick, A. H.	Shrewsbury
Miller, A. E.	Bristol External
Orr, J. M. (Nominated by own Branch and Chelmsford)	Paisley
Pearce, A. L.	Newport
Price, E. (Nominated by Wrexham)	Chester
Ramsey, J.	Sunderland
Reeve, H. S.	Leicester
Richman, W. T.	Luton
Robinson, J. (Nominated by Wigan)	Blackpool
Robinson, W. A.	York
Smale, D. F.	Guildford
Smallwood, F.	Birmingham Testing
Smithies, N.	Bradford External
Stanley, B. C. (Nominated by Colwyn Bay and Stoke-on-Trent)	Walsall
Stone, B. C.	Worthing
Talbot, V. S.	London Factory Supplies Grades
Thomson, D. M.	Birmingham Ext.
Whipp, G.	Romford
Whitehead, F. D.	London Central
Whittall, A.	Met. West
Willett, L. A.	London Factories
Wright, E. D.	Southampton
Younghusband, J. T.	Newcastle

RESERVE NOMINATIONS

Name	Branch
Boden, H.	Manchester Int.
Conroy, J.	Bradford Ext.
Hood, H.	Bristol Ext.
Perry, A. J. V.	Met. East Ext.
Pickles, J. (Nominated by Luton)	Manchester Int.
Rosenberg, L. M.	London City
Ross, C. R.	Romford
Wykes, C. J.	Leicester

Accounts

for the year ended December 31st, 2053

The General Secretary will present the accounts for the year 1953 and thereon will submit the following letter received from the Auditors:—

272/4/6 Pentonville Road,
Kings Cross,
London, N.1.
7th May, 1954.

To the National Executive Council,
The Post Office Engineering Union.

Dear Sirs,

We beg to report that we have examined the books and accounts of your Union for the year ended 31st December 1953, and we certify the Balance Sheet of that date to be properly drawn up so as to exhibit a true and correct view of the state of the Union's affairs according to the best of our information and the explanations given us, and subject to the Branch Accounts, which are audited by local auditors, being correct.

We have periodically checked the cash transactions and seen that the bookkeeping has been kept up to date.

The Investments have been taken into account at cost, but the market value as at 31st December of the Stock Exchange Securities was £66420 18s. 6d., a depreciation of £4721 13s. 3d. Certificates from the Bank of England verifying the holdings both at 31st December 1953 and 23rd April 1954 are being applied for. The Bank Balances have been duly certified.

With regard to the Staff Pension Fund, we understand that further progress has been made in the setting up of the fund but the matter is as yet not finalised with securities transferred. The amount of the Fund standing in the Union's books is £22994 12s. 8d.

We would also point out that the Assets belonging to the Assistant Secretary's Trust Fund have not yet been transferred and the Fund wound up.

The total Income for the year amounts to £92862 5s. 4d., and is made up as follows:—

	£	s.	d.
General Fund	70009	17	9
Branch Fund	22818	17	11
Assistant Secretary's Trust Fund	33	9	8
	£92862	5	4

The Expenditure for the year amounts to £96872 4s. 1d. and is made up as follows:—

	£	s.	d.
General Fund	73731	15	8½
Branch Fund	22190	0	7½
Staff Pension Fund	950	7	9
	£96872	4	1

showing an excess of Expenditure over Income of £4009 18s. 9d. made up as follows:—

	£	s.	d.	£	s.	d.
Decrease in General Fund				3721	17	11½
Decrease in Staff Pension Fund				950	7	9
				£4672	5	8½
Less Increase in Branch Fund	628	17	3½			
Less Increase in Assistant Sec's Trust Fund	33	9	8			
				662	6	11½
				£4009	18	9
Less Donations from Branches				47	7	5
Being total Decrease in Funds				£3962	11	4

Yours faithfully,

Burke, Covington and Nash.

(1) INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED DECEMBER 31st, 1953

EXPENDITURE

	£	s.	d.
To Annual Conference: Delegates' and other expenses	12238	2	8
„ National Executive Council	2971	15	11
„ Appointments Committee	99	15	10
„ Deputations and Interviews	11	3	4
„ Establishment Committee	774	16	11
„ French Trade Union Appeal	100	0	0
„ General Purposes Committee	782	6	2½
„ Loans and Grants to Branches	340	0	0
„ London Trades Council	86	13	8
„ Motor Transport Committees	308	2	1
„ Occupational Committee "A"	507	0	0
„ Occupational Committee "B"	453	15	6
„ Occupational Committee "C"	329	19	4½
„ Organisation and Propaganda	4086	19	5
„ Policy Committee	167	14	6
„ Post Office Engineering, Factories and Supplies Dept., Whitley Council (Staff Side) and National Whitley Councils	1299	11	11
„ P.T.T.I. (Affiliation Fees, etc.)	877	14	11
„ Publicity Committee	70	14	1
„ Second Post Office Relief Fund	7	15	9
„ Staff Pension Fund Committee	15	2	3
„ Standing Joint Committee	22	6	10
„ Standing Orders Committee	297	15	10
„ Thomson & Co. (Trades Dispute Fund)	125	0	0
„ Trades Union Congress	1683	3	2
„ Trades Union Congress (Irish)	53	16	9
„ Trades Union Congress (Scottish)	85	13	10
„ Trustees	115	6	10
„ Wages and Allowances Committee	1246	12	3
„ Whitley Expenses (Branches, Regions, etc.)	6573	18	10½
To Workers' Educational and Trades Union Committees	691	2	7½
„ Audit Fees	484	1	0
„ Badges Purchased	296	12	7
„ Carriage	991	4	6
„ Charges Fees and Premiums	1056	2	5
„ Journal	3225	2	10
„ Legal Expenses	2348	17	11
„ Light, Fuel and Cleaning	929	18	10½
„ Official Books and Papers	345	6	4
„ Office Requisites	1152	0	4
„ Postages	746	8	8
„ Press Publicity	300	0	0
„ Printing, Stationery and Typing	3217	2	3
„ Income Tax	3	12	0
„ Rent, Rates and Taxes	627	15	2
„ Repairs and Renewals	1846	6	4
„ Salaries, etc.	19376	16	4
„ Telegrams and Telephones	360	6	10
	£73731	15	8½

INCOME

	£	s.	d.
By Entrance Fees	296	9	6
„ Contributions	68009	2	10
„ Badge Sales	76	9	6
„ Diaries (Profit)	110	8	9
„ Dividends and Interest	1186	8	10
„ Journal Advertisements	2	14	0
„ Journal Sales			7
„ Rent	326	18	9
„ Regionalisation Report Sales	1	5	0
Total Income	70009	17	9
Deficit for year	3721	17	11½
	£73731	15	8½